

Ethics and Management

EM1F4M57A1

Program

PGE
Visitants

UE

Ethics and Management

Semester

A

Discipline

Human resources

Contact hours

27 H

Number of spots

45

ECTS

5

Open to visitors

Yes

Language



Coordinator

Aline PEREIRA PÜNDRICH



List of lecturers

Lecturer(s)	Email	Contact hours - lecture
Aline PEREIRA PÜNDRICH	aline.pereira-pundrich@em-strasbourg.eu	27 h

Pedagogical contribution of the course to the program

Développer un management à impact grâce aux connaissances et aux outils les plus récents dans les domaines du management

Developing a strategic and managerial vision in a complex, uncertain and changing environment

Design solutions adapted to organizational problems by applying relevant methodologies

Développer des compétences managériales de niveau avancé se traduisant par un leadership responsable

Co-build a managerial and organizational culture through collaborations and team projects

Effectively argue his ideas orally and in writing with a professional posture

Pratiquer un management à impact dans un environnement multiculturel et international, porté par un "European mindset"

Communicate in a professional context in (foreign) languages, in writing and/or orally

Formulate solutions to organizational challenges in a multicultural and international context, driven by a "European mindset"

Description

This course's main purpose is to provide students with a global view of Business Ethics and its importance for individuals and organizations. In our classes, students will discuss theoretical and practical perspectives of Ethics and its various applications to personal and professional decision-making.

Teaching methods

Face-to-face

- Lectures
- E-learning

In group

- Exercises
- Oral presentations
- Projects
- Case studies/texts

Interaction

- Discussions/debates

Others

No items in this list have been checked.

Learning objectives

Cognitive domain

Upon completion of this course, students should be able to

- - (level 3) **apply** ethical guidelines to situations within organizations related to sensitive topics, i.e., dependent on context, as well as social and cultural norms and values.
- - (level 4) **point out** and deal with challenges related to decision making when facing interactions between cultural perspectives and ethical.
- - (level 5) **Categorize** ethical behaviors within organizations.
- - (level 5) **determine** ethical dilemmas, basic concepts related to field of Ethics and the differences between Ethics and Law.

Affective domain

Upon completion of this course, students should be able to

- - (level 3) **justify** ethical choices and positioning based on their own experience and the theoretical elements seen in class.
- - (level 4) **analyze** ethical dilemmas at the individual, social and organizational levels.
- - (level 4) **integrate** basic ethical issues related to the individual, social and organizational spheres.

Outline

- ° Fundamentals of Ethics: concepts, personal perspectives
- ° Theories Guiding Behavior & Behavioral Ethics
- ° Culture & Ethics
- ° Corporate Culture and Ethical Behavior
- ° Theory & Practices of Codes of Conducts
- ° International Business Ethics Policies and Trends

No prerequisite has been provided

Knowledge in / Key concepts to master

Basic notions of concepts related to Business Ethics, such as morality, values, principles, organization, behavior...

Teaching material

Mandatory tools for the course

- Computer

Documents in all formats

- Newspaper articles
- Case studies/texts
- Worksheets

Moodle platform

- Upload of class documents
- Interface to submit coursework
- Assessments

Software

No items in this list have been checked.

Additional electronic platforms

No items in this list have been checked.

Recommended reading

Main reading material

Velasquez, M. G. (2018), Business Ethics: Concepts and Cases, 8th ed., Pearson.

De George, R. T. (2010), Business Ethics, 7th ed., Pearson.

Fisher, C. & A. Lovell (2009), Business ethics and values : Individual, corporate and international perspectives, New York: FT Prentice Hall.

Additional literature

Berisha, G., Oliveira, L., & Humolli, E. (2023). To behave or not to behave ethically: A question of style? Business and Society Review, vol. 128, n° 1, 23-50.

Mitchell, J.R., Mitchell, R.K., Hunt, R.A. et al. (2022), Stakeholder Engagement, Knowledge Problems and Ethical Challenges. Journal of Business Ethics, vol. 175, p. 75-94.

Ailon, G. (2015), From superstars to devils: The ethical discourse on managerial figures involved in a corporate scandal, Organization, vol. 22, n° 1, p. 78-99.

EM Research: Be sure to mobilize at least one resource

Textbooks, case studies, translated material, etc. can be entered

No reading material has been provided.

Assessment

List of assessment methods

Intermediate assessment / continuous assessment 1 Other (date, pop quiz, etc.) : Anytime during the semester.

Written (30 Min.) / Individual / English / Weight : 10 %

Details : Individual assessment (e.g., exercise, case study, etc...).

This evaluation is used to measure ILO1.3-PGE, ILO2.2-PGE, ILO3.1-PGE

Intermediate assessment / continuous assessment 2 Other (date, pop quiz, etc.) : By the end of the semester (exact date to be defined).

Written and oral (60 Min.) / Group / English / Weight : 25 %

Details : Work in group to be presented both orally and in writing. Information about content, procedures and dates to be given in class. An unjustified absence on the day of the oral presentation implies a 30% penalty on the grade of the absent student.

This evaluation is used to measure ILO1.1-PGE, ILO1.2-PGE, ILO1.3-PGE, ILO2.1-PGE, ILO2.2-PGE, ILO2.3-PGE, ILO4.1-PGE

Intermediate assessment / continuous assessment 3 Other (date, pop quiz, etc.) : Information will be given in class.

Written (15 Min.) / Individual / English / Weight : 5 %

Details : Peer-assessment provided by students about their experience of work in group. Students who do not provide peer-assessment in due time will be graded "zero" for this activity.

This evaluation is used to measure ILO2.1-PGE, ILO2.3-PGE

Final evaluation Exam week

Written (120 Min.) / Individual / English / Weight : 60 %

Details : Written exam about the main subjects presented and discussed in class.

This evaluation is used to measure ILO1.1-PGE, ILO1.3-PGE, ILO2.2-PGE, ILO2.3-PGE, ILO3.1-PGE, ILO4.2-PGE